

KQNG-FM/KQNG-AM/KUAI-AM/KSHK-FM/KSRF-FM
EEO PUBLIC FILE REPORT
10/01/14 – 09/30/15

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Hawaii Association of Broadcasters, Inc. Broadcast Compliance Services 1700 Rockville Pike, Suite 400 Rockville, MD 20852 (301) 998-6136	N	0
2	Craigslist Honolulu Website www.honolulu.craigslist.org	N	4
3	Hawaii Job Engine LLC 4921 Kalanianaʻole Hwy Honolulu, HI 96821 (808) 944-0005	N	0
4	Hire.net Hawaii Department of Labor & Industrial Relations https://www.hirenethawaii.com	N	0
5	Social Networking Facebook/Twitter/Employee Referral/Word of Mouth	N	3
6	On-Air Announcement	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			7

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On September 23, 2015, the Regional VP/General Manager and Business Manager attended a Human Resource training focused on Equal Employment Opportunity laws specifically related to FCC requirements.
2	Widely disseminate information about employment opportunities.	The SEU runs on-air announcements on our stations as part of our broad outreach. This ensures that our listening audience has the opportunity to inquire about opportunities with our organization.
3	Provision of training to management level as to methods of ensuring equal employment opportunity and preventing discrimination	On October 15, 2014, the Regional VP/General Manager and Business Manager attended a seminar presented by ProService Hawaii. Issues that were discussed include but were not limited to Attracting & Hiring Top Employees, Conducting Effective Interviews, and Building a Diverse Workplace.
4	Participation in a program relating to career opportunities in broadcasting sponsored by educational institutions.	In January of 2015, the General Sales Manager gave a presentation on career opportunities in broadcasting at Kauai Community College.
5	Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	11/17/2014 – Hawaii College & Career Fair, Kauai Marriott Resort 03/25/2015 – Workshop Development Division Information Sessions, KCC Office of Continuing Education 04/09/2015 – Job Fair One Stop Center, Kauai Community College 09/09/2015 – Job Fair, Kauai Community College 09/10/2015 – Small Business Fair, Kauai War Memorial Convention Hall